Sticking with the Union After Janus

Union Library Workers 2017-2018

Report by Kathleen de la Peña McCook
and Elaine Harger

On June 27, 2018 the public sector union landscape shifted with the Supreme Court Janus vs. AFSCME ruling that dramatically undermined unions for librarians, teachers, firefighters, police officers, and other public employees throughout the United States (Matthews, 2018).

UCATS members hold up signs during rally in Foley Sq. 28 Jun 2018 in wake of Janus decision. We will turn adversity into action! Union of Clerical, Administrative & Technical Staff and NYU, Local 3882. NYSUT, AFT, AFL-CIO

In 2017-2018 unions responded to the 2016 election as a push-back against their daily work. Coming into 2017 unions were faced with the realization that their hollowing out had impacted election choices because of the powerful role unions play in politically mobilizing and educating their members by articulating and transmitting social democratic values and class solidarity. Because unions were delivering less at the bargaining table members were less willing to accept political

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direction (Draper, 2017).

The main event in 2018 for library workers, many of whom are in the public sector, was the Supreme Court Janus decision, which ended the longstanding practice of unions' right to collect dues from all bargaining unit members regardless of an individual's decision to join or not join the union.

Janus V. American Federation Of State, County, and Municipal Employees, Council 31, et al. No. 16-1466. (S. Ct. June 27, 2018).

While unions sought to mitigate the impact of Janus, anti-union groups such as the National Right to Work Foundation created the website, MyJanusRights.org, to assist union members in leaving unions. AFSCME describes the Janus case as eroding the freedom "to form unions to improve our lives and the communities we serve (AFSCME, n.d., para. 3)."

Manzo and Bruno (2018) of the Illinois Economic Policy Institute have forecasted the effects of the Janus decision against fair share fees– specifically on state and local government workers, including teachers. They assess the likely impacts of Janus on public sector union membership, and on the wage and salary incomes of state and local government employees, including teachers.

A fiery example for librarians is stance of the Brooklyn Library Guild which addressed Janus noting, "Our strength is in our numbers, and it will be through collective action that we can fight inequality and attacks on workers" Brooklyn Library Guild, 2018, para. 15). Schuhkre writing of post-Janus labor coalition building at the University of Illinois Chicago (UIC) has observed there will be "more solidarity, more organizing, more direct action, more strikes, and a deeper determination to fight for our rights as public sector workers " (2018, para. 15). Unions at UIC are "Sticking to the Union" as are many more advocates for working people post-Janus (Quinnell, 2018).

Oh, you can't scare me, I'm sticking to the union,
I'm sticking to the union, I'm sticking to the union.
Oh, you can't scare me, I'm sticking to the union,
I'm sticking to the union 'til the day I die.

--Woody Guthrie

The 2018 Department of Professional Employees- AFL-CIO publication "Library Workers Facts & Figures" notes:

- 26.2 percent of librarians are union members.
- 19.3 percent of library technicians are union members.
- 22.7 percent of library assistants are union members.

The "Union Difference" was 31% higher salaries for librarians in unions (DPE-AFL-CIO, 2018, para. 14).

Below are 2017-2018 library union highlights from the blog *Union Library Workers*.

Prelude

Barriage, S., Harger, E., & McCook, K. de la Peña. Union Library Worker Blog: 2016 Review. *Progressive Librarian*, 45 (Winter 2017), 135–168. http://www.progressivelibrariansguild.org/PL/PL45/135.pdf

January 2017

National Right to Work Foundation backs School librarian telling courts she no longer wants to be forced to pay union fees

A school librarian tells courts she no longer wants to be forced to pay union fees from the salary she earns as a librarian at the Robeson Elementary Center in Birdsboro backed by the National Right to Work Foundation.

Rick Bloomingdale, president of the Pennsylvania AFL-CIO, said the teachers want "the good contracts, the good pensions, the health care, but they don't want to pay for it. They think these things are going to miraculously happen without someone at the bargaining table pushing for them."

The Pennsylvania State Education Association, a defendant, said: "This is another attempt to rewrite the law and use it as a political attack on unions and the people they represent." The union in the Twin Valley Education Association, has 245 members and two nonmember fee payers (Von Bergen, 2017).

February 2017

Library board approves long-term labor contract

The Decatur (IL) Public Library board approved a rare long-term contract Thursday with union members intended to provide stability for both sides. The nearly 10-year contains a 1.5 percent per year pay increase for the over 20 union members (Lusvardi). Board resident, John Phillips, thanked City Librarian Rick Meyer and Randy Hellman, a staff representative for the American Federation of State, County and Municipal Employees (AFSCME) for their leadership in the negotiation process. [ed.note: April 12, 2018 Mr. Meyer reported that there had been minor changes in the contract draft but nothing of substance. Mr. Meyer said that overall it was a very positive session. Motion by Mr. Phillips to approve the AFSCME/Library contract, seconded by Mr. Sexton, unanimously approved] (Lusvardi, 2017).

March 2017

Berkeley Librarian Whistleblower Day

Over the past 18 months, staffers at Berkeley Library have described atmosphere of discomfort and distrust. The library administration, they said, has questioned the actions of some of the staff, particularly those

who have been vocal about recent library policies. Seven staff members have been subjected to an amorphous investigation on "potential misconduct" that has gone on so long the ACLU has lodged a formal complaint. Some staff members were told they were "insubordinate," may have "violated" library policies and could be fired, according to half a dozen employees who asked not to be identified because they fear for their jobs. The result is an atmosphere of fear and intimidation in many departments, particularly at the Central Branch. The employee union, SEIU Local 1021, has filed numerous grievances, many against one manager. One employee was fired and then rehired after he threatened to file a wrongful termination suit. A number of employees have left as a result of the work atmosphere, according to multiple interviews with library staff. Even the Berkeley City Council has recognized the challenges faced by some library staffers. On Feb. 28, 2017 Mayor Jesse Arreguín issued a proclamation declaring that day Berkeley Librarian Whistleblower Day. (City of Berkeley, 2017).

East Side Freedom Library is winner of 2017 John Sessions Memorial Award. St. Paul

The East Side Freedom Library has been selected as the 2017 winner of the John Sessions Memorial Award. The award, sponsored by the American Library Association, Reference and Adult Users Association and the Department for Professional Employees, AFL-CIO, recognizes a library or library system which has made a significant effort to work with the labor community and by doing so has brought recognition to the history and contributions of the labor movement to the development of the United States.

The mission of the East Side Freedom Library is "to inspire solidarity, advocate for justice, and work toward equity for all" (ALA, 2017, para. 2). As an independent library located in the Payne-Phalen neighborhood of St. Paul, Minn., the ESFL has successfully built relationships with organized labor and community groups that facilitate the empowerment, learning, and engagement of working people.

Photo from Minnesota Association of Library Friends http://mnlibraryfriends.org/index.php/blog/2014/8/7/library-advocates-breathe-new-life-st-paul-landmark/

Since the library was established in 2013, co-founders Peter Rachleff and Beth Cleary have secured a permanent home in a former Carnegie Library, built a collection of 15,000 items, and hosted more than one hundred programs and 6,000 visitors (ALA, 2017).

The East Side Freedom Library was honored with a plaque

at the RUSA Achievement Awards ceremony at the ALA Annual Conference in Chicago.

Historic AFSCME Library Photos & Audio

"Librarian Carol Fortman checks in resources for blind library patrons such as audio recordings and braille books. She was a member of AFSCME Local 426, Milwaukee Public Library & Museum Employees." Old photos and a radio interview from the Walter P. Reuther Library of Labor and Urban Affairs of AFSCME-represented librarians (AFSCME, n.d.).

Carol Fortman, from http://reuther.wayne.edu/node/4063

April 2017

Sandwich Public Library Reopens on Sundays Following Long Unionization Process

Following a unionization effort begun in 2010, Sunday openings have finally returned to the Sandwich [MA] Public Library—the last remaining sticking point in contract negotiations for the Sandwich Public Library Staff Association, a member of Local 4928 Massachusetts Library Staff Association, American Federation of Teachers. (The Sandwhch Enterprise, 2017).

Homewood library staff members join union: First library to organize in south Chicago suburbs

In February 2016, employees reached out to the American Federation of State, County & Municipal Employees (AFSCME) Council 31. All but two of the nearly 60 non-management employees signed on to unionize. Certified by the Illinois Labor Relations Board last August, the group then went on to form a four-person bargaining committee choosing Lisa Stilts, paraprofessional in Library Services, as president. Other committee members include Sandra Sullivan and Caitlyn Archer-Helke, both librarians, and Sue Ryan, circulation clerk (Bruni, 2017).

Library Union Prepares to Fight Staffless Pilot Project

The Toronto Public Library Workers Union, Local 4948, opposes plans by management at Toronto Public Library to extend library hours by replacing library staff with security cameras (Yelland, 2017).

Rally for fair contract at Middlesex County College

Members of the Middlesex County College (NJ) local of the American Federation of Teachers, which includes faculty and library workers, rallied with students on April 24, 2017 to demand a fair contract. MCC faculty and staff rallied for a fair contract (Loyer, 2017).

In long Camden County library contract dispute, hint of a breakthrough

Camden County (NJ) librarians and librarian assistants are seeking a new contract and higher wages. Librarians' assistants in the county, who are represented by Communications Workers of America Local 1014, earn the lowest starting salaries in the state. Librarians are the lowest paid in the state. The librarians, almost all of whom are women, are represented by AFSCME Local 1454. (Albert, 2017).

Libraries impacted by pending strike in Sunnyvale CA

Members of the Sunnyvale Employees Association, which includes public library workers, who have not received a raise in five years, prepare to strike on May 1st. The Sunnyvale Public Library posted an announcement on its website informing library users that hours will be curtailed. City managers have filed an injunction against the union. (Bay City News).

Left: From https://www.care2.com/causes/may-day-occupy-wall-street-gears-up-for-nationwide-strike.html. Right: Poster by Hugh D'Andrade. http://hughillustration.com

May 2017

Long Island University employees rally to support union. https://socialistworker.org/2016/09/13/lockout-university

Sometimes you have to eat a bad contract. Live to fight another day. Emily Drabinski's provided a raw, honest explanation of the LIU-Brooklyn contract process and why she is voting Yes. We have been given management's last best final offer. The same day they sent us the last best final offer, they filed the necessary documents to lockout or impose that final offer. Whether we vote to ratify or not, all signs point to the terms of this contract being the terms we work under, either for the next five years or indefinitely. I find myself *Sometimes you have to eat a bad contract. Live to fight another day*. LIU, something that used to be a turn of phrase but now is a very real, very material thing. It is dark and tight in here, and it hurts (Drabinski, 2017a, 2017b).

Student Library Employee Union Joins Teamsters-University of Chicago

University of Chicago student library employees have voted to unionize, with over 80 percent of voters supporting affiliation with Teamsters Local 743.These workers, 226 in total, will be known as the Student Library Employee Union (SLEU), and affiliated with Teamsters Local 743 (eNews Park Forest 2017). "We welcome these student workers into the Teamsters family at Local 743," said Deborah Simmons-Peterson, President of Local 743. " We've been representing the professional library staff at the university since 1980 and that experience will enhance our representation of the student workers" (Teamsters Local 743, 2017, para. 3).

William P. Faust Library (Westland, MI) protest staff terminations

About 30 people turned out at a William P. Faust Library Board meeting Wednesday in Westland to protest the termination of five librarians in March. The unionization effort — not the first in the library's history — came in the wake of a reorganization that resulted in the lay-off of five librarians. Those librarians identified themselves as the organizing leaders and filed an Unfair Labor Practice alleging the lay-offs were related to union activity. It was a repeat of earlier meeting protests as library staff has voted to unionize and an initial meeting between the sides is expected in June (Rogers, 2017).

June 2017

Faculty at Cesar Chavez Prep Middle School (CHARTER SCHOOL) vote to join AFT (DC)

Middle school teachers (including librarians) at a charter school in Columbia Heights (District of Columbia) have voted to unionize, forming the first collective bargaining unit at a charter school in the district. The teachers at Cesar Chavez Prep Middle School voted 31-2 in favor of joining the American Federation of Teachers (McGee, 2017).

DPE Participates in American Library Association Annual Conference.

The Department for Professional Employees, AFL-CIO (DPE) traveled to Chicago, Illinois, to participate in the American Library Association's (ALA) annual conference, adding a union voice to the gathering of nearly 20,000 library professionals. DPE Legislative and Outreach Director Michael Wasser co-chairs the AFL-CIO/ALA Labor Committee, which is comprised of union members and members of the Reference and User Services Association (RUSA) division of ALA. The Labor Committee works to initiate, develop, and foster a closer working relationship between the librarian and labor communities.

The Labor Committee also again sponsored a program, which drew a standing room only crowd of over 50 conference attendees. This year's program, "The New Normal: Libraries Navigate Uncertain Times," explored how libraries rebuilt programs, services, hours, and staffing levels, and are creating new models to challenge austerity. Panelists included Kay Schwartz, director of the Flint (Mich.) Public Library and Emily Drabinski and Tamara Townsend, librarians at Long Island University, Brooklyn, and members of the Long Island University Faculty Federation (Wasser, 2017).

July 2017

Nyack library workers vote to unionize.

Nyack Library workers voted July 24 to form a union affiliated with the New York State United Teachers. The 33-7 vote came the week after management had refused to recognize the Nyack Library Staff Association, organized in June, by card check (Redmond, 2018).

August 2017

Dayton Public Schools (Ohio) Prepare for Strike and Settlement.

Dayton Public Schools will be open for the Aug. 15 start of

school, regardless of whether teachers (and librarians) are on strike, Superintendent Rhonda Corr said. DPS is working with a company called Alternative Workforce, Inc., a subsidiary of the strike-staffing company Huffmaster, which has provided teachers to other school districts that have had strikes (Kelley, 2017a, 2017b).

Niles Township High School (IL) Union Contract Ushers In New Era

The Niles Township High School (IL) Dist. 219 Board of Education on Aug. 15 approved a new contract or the Niles Township Federation of Teachers and Support Staff, who earlier the same day voted to accept the July 1, 2017-effective agreement.

Under the new agreement, 37 staff support positions currently performed by outsourced contract workers will become direct district employee positions. The contract also covers 369.5 full-time teachers and 205 support staff. Maintenance, clerical and librarian jobs that were contracted would become district union employee positions. (North Suburban Teachers Union, n.d.).

Union Leader-Librarian Prevails in suit against Retirement System

Former National Education Association Shawnee Mission president, Nancy Fritz, has prevailed in her effort to get the Kansas Public Employee Retirement System (KPERS) to give her service credit for the time she spent leading the teachers union. Nancy Fritz, a librarian who had worked for the district for 27 years when she took the NEA president position, filed suit against KPERS last fall after the retirement system informed her that it would not be counting the five years she spent as head of the union toward her retirement account. During that time, KPERS claimed, Fritz was no longer an employee of the district, but of the union (Senter, 2017).

Nyack librarians beat back anti-union law firm

Library workers in Nyack have voted to organize and affiliate with NYSUT.

"The challenges that confront labor are many," said NYSUT President Andy Pallotta. "We will never stop fighting to improve the lives of working people, and despite being under attack, we continue to succeed as a result of our determination and commitment to what's right."

Nyack library workers fought off a vicious anti-labor campaign

waged by the Nyack Library Board of Directors, which hired Jackson Lewis, the notorious union-busting law firm, to try and defeat the organizing effort.

Using deception and fear, Jackson Lewis besieged library workers with anti-union missives "warning" of the "risks" of unionizing.

With support from concerned community members, staff was able to beat back the firm's relentless attack. Pivotal to the librarians' victory was a midsummer board meeting in which library workers and residents appeared in force to demand Jackson Lewis' firing.

"My co-workers and I have decided to form a union, which is our right," said Myra Starr, a longtime South Nyack resident and a bookkeeper at the library. "It's just appalling, especially in a place like Nyack, that my employer thinks it's acceptable to use my own tax money to fight us."

On July 24, workers voted overwhelmingly to unionize, and in August, the unit received certification from the National Labor Relations Board. The Nyack Staff Library Association will have some 50 members. Since the vote to unionize, neither the library nor Jackson Lewis has taken any action to challenge the outcome.

The union will now elect a bargaining team and prepare for its first negotiations (Smith, 2017).

September 2017

San Diego County Workers Approve New Contract

A strike was avoided when a tentative agreement was reached between Service Employees International Union Local 221 and county officials. Union members, including librarians, voted to approve the contract (Stewart, 2017)

Ontario College Faculty Issue Strike Vote

Contract expires September 30 and so, after ten weeks of negotiations with no movement from management, 68% of union members vote to strike if a settlement isn't reached. Twelve-thousand college faculty

members, including librarians, are represented by the Ontario Public Service Employees Union (Matys, 2017)

U.S. Supreme Court to Again Take Up a Case on Public-Employee Union Fees

The Supreme Court has decided to hear a case that challenges the longstanding practice of unions to collect dues from all bargaining unit members regardless of an individual's decision to join or not join the union. The justices granted review in *Janus v. American Federation of State, County, and Municipal Employees Council 31 (Case No. 16-1466*), which could have a major effect on the teachers' unions as well as other public-employee unions. The appeal was brought by the National Right to Work Legal Defense Foundation and the Liberty Justice Center on behalf of Mark Janus, an employee of the Illinois Department of Healthcare and Family Services (Walsh, 2017).

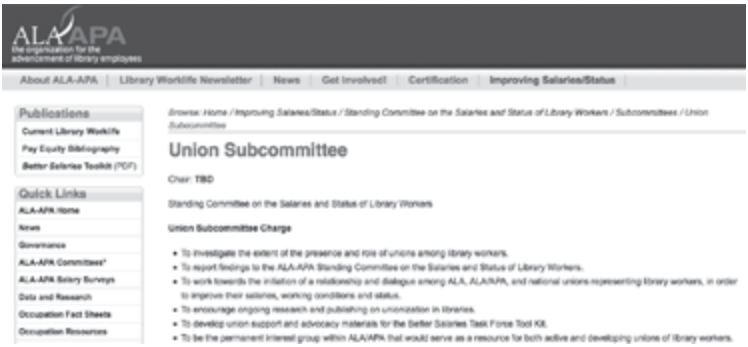
October 2017

Advocating for Better Salaries Toolkit-Updated. 6th Edition

Members of the ALA-APA Salaries and Status of Library Workers (SSLW) Committee have updated the 6th Edition of the *Advocating for Better Salaries Toolkit.* (ALA-APA).

The *Toolkit* was originally developed by ALA's 2002–2003 President Maurice J. (Mitch) Freedman's Better Salaries and Pay Equity for Library Workers Task Force as part of the Campaign for America's Libraries.

The toolkit is designed to provide library workers with the resources and strategies they need to improve their salaries. The toolkit is divided into four parts: Building Your Case for Better Salaries; Pay Equity; Unions; and Speaking Out. This material is helpful for librarians, administrators, and support staff (Bartholomey, Dorening, Eisenstein & Farrell, 2017).



http://ala-apa.org/improving-salariesstatus/standing-committee-on-the-salaries-and-status-of-library-workers/subcommittees/union-subcommittee/

CBA Collections in the United States.

Geraci, A., & DelRosso, J. (2017). To collect and preserve: The state of state-level CBA collections in the United States. *Labor Studies Journal,* 42(3), 165–179.

Article based on a survey of collections of collective bargaining agreements held in libraries and archives around the country. Of concern to the authors was the scope of collections in various employment sectors, depth of collections in comparison to the history of collective bargaining in the state, and perceptions of those responsible for collections regarding legal mandates governing such collections. Authors cover policy implications of the student and "areas for further study, action, and advocacy." https://digitalcommons.ilr.cornell.edu/articles/1155/

Social Activism Collections

Kaari, J. (2017). Social activism in the United States: Digital collection and primary sources. *College & Research Libraries News,* 78(8), 418-470. https://crln.acrl.org/index.php/crlnews/article/view/16749/18274

Brief descriptions of digitally available documentation of social movements in the U.S. Includes collections covering general history, civil rights, labor, LGBTQ, and women.

December 2017

An Organizer's Tale: LIU Brooklyn's Lockout and Union Contract Negotiation

Here's what I learned from this experience, our one big success, we are the only unit on campus with a negotiated contract. Our big failure, the livelihood of much of our casual labor force has been devastated. Management is highly organized. They were single-minded in their efforts to control us. They have more money than us and more power than us, but we outnumber them. In order to push against forces that have more power than us, we have to organize each other. We have to all be together, working consistently in a forward direction over time. We were not organized enough to force management to offer us a contract without concessions. We cannot let that happen again. When we look at the world as it is right now, there is so much we cannot let happen ever again. We all have so much to stand against, to fight for, to resist, and to organize to change for good. (Drabinski, Emily. 2017 "An Organizer's Tale: LIU Brooklyn's Lockout and Union Contract Negotiation," *The Political Librarian.)*

February 2018

In a Historic First, the Chicago Teachers Union and Charter School Teachers Have Joined Forces

Chicago Teachers Union (CTU) announced that its members had voted in favor of amalgamating with the Chicago Alliance of Charter Teachers and Staff (ChiACTS), which, since 2009, has organized about 1,000 educators at over 30 charter school campuses. (Schuhkre, February 1, 2018).While cooperation between unionized educators at charters and district schools in the United States is common, this is the first known case in which teachers from both types of schools have merged into a single union local. (Schuhrke, 2018).

Grosse Pointe Librarians Ratify New Contract

After hammering out a few details after the library board meeting on Febraury 5, 2018 the board and Grosse Pointe's librarians and support staff ratified a new contract. Library union president John Clexton says more negotiations are in store. "The contract is good until December 31, 2018. Although short, we hope to begin soon to work on working on negotiations for when that expires," he said. (Golden, 2018)

March 2018

The Iowa Labor Collection and Iowa Labor History Oral Project, State Historical Society is the 2018 winner of the John Sessions Memorial Award.

The John Sessions Memorial Award, sponsored by the Department for Professional Employees, AFL-CIO, in conjunction with RUSA-ALA was given this year to the Iowa Labor Collection. The collection, consisting of over 1,200 oral history interviews and 1,500 linear feet of documents, images and artifacts is housed at the State Historical Society of Iowa in Iowa City. The oral history collection began in 1974, and according to the Sessions Award press release, "The Iowa Labor Collection is widely regarded as one of the most comprehensive labor history collections in the world, and ILHOP is one of the only large-scale oral history projects initiated and funded by labor unions themselves.

April 2018

Labor in Academic Libraries. Call for Papers. Library Trends

The topic of labor in academic libraries has emerged as an area of critical interest in both academic library and archives communities. Library workers have long been at the center of labor struggles

in higher education. Additionally, librarians and archivists have worked against the relative invisibility of their work within an academy that centers the concerns of disciplinary faculty who often see knowledge workers as adjunct to the scholarly enterprise. We believe the time is right for a collection of essays that can frame the work of librarians, archivists, and library workers within the broader workplace issues of the university. To this end, *Library Trends* issued a call for papers on July 1, 2018 with initial drafts due October 15, 2018.

How The West Virginia Teacher Strike Was Won

Talk by a West Virginia teacher who was one of several speakers at the Red & Black Party sponsored by the Labor Sector of Black Rose/Rosa Negra and which was held on April 7th at the 2018 Labor Notes Conference in Chicago (Black Rose Anarchist Federation, 2018).

June 2018

Janus V. American Federation of State, County, And Municipal Employees

In this 5-4 ruling the Supreme Court ruled in favor of Mark Janus a public employee. In this landmark case, The Supreme court on June 27, 2018 ruled that unions no longer have the right to collect dues from non-member employees. The majority decision was based in the argument that payment of union dues by people not wishing to be union members is a violation of their free speech.

July 2018

Janus v. AFSCME: What Is It About? Library Worklife.

The decision in the Janus v. AFSCME case effectively makes all states right to work states. The ruling has led to numerous discussions across the nation. No matter the profession, people appear to fall on both sides of the debate. Some are pleased with the decision. Others are not. It's no surprise then, that people are on both sides of the controversy within the library profession as the court's ruling will not end the union debate (Calvin, 2018).

Why the Janus Decision Matters to Library Unions

Carrie Smith writing in *American Libraries*, "Why the Janus Decision Matters to Library Unions. On June 27, the Supreme Court delivered a blow to public-sector unions that could affect many library workers. The 5–4 decision in Janus v. American Federation of State, County, and Municipal Employees (AFSCME) declares it unconstitutional for

public-sector unions to collect agency fees from nonmember employees based on free speech grounds.

Library workers in public, school, academic, and other libraries who are employed through state and local governments in the 22 states that are not already right-to-work states are affected by this decision (Smith, 2018a, 2018b).

August 2018

Working class heroes: A look inside the Labor Archives of Washington.

Conor Casey, archivist at the Labor Archives of Washington, gives us a glimpse of their collection on the University of Washington campus. Thousands of images, documents, records and more in the extensive Labor Archives of Washington, housed in the Special Collections area of UW Libraries. The archives are a collaborative project of the libraries with the Harry Bridges Center for Labor Studies (Casey, 2018).

September 2018

CUPE 4951 welcomes municipal and library workers from the District of Fort St. James.

FORT ST. JAMES, BC, Sept. 27, 2018 /CNW/ - CUPE welcomes Fort St. James municipal workers after a positive vote. Workers for the District, a small community located forty kilometers north of Vanderhoof and just two hours from Prince George, will now be represented by CUPE 4951. Canadian Union of Public Employees (CUPE, 2018e).

October 2018

Jennifer Dorning Becomes President of the Department for Professional Employees, AFL-CIO (DPE), First Woman to Lead an AFL-CIO Trade Department

The Department for Professional Employees, AFL-CIO (DPE) announced at the end of August 2018, that DPE Assistant to the President Jennifer Dorning will become its next president, succeeding Paul E. Almeida. Dorning took office on September 1, 2018, becoming the third president and the first woman to lead DPE in its 40-plus year history. As the first female president of DPE, Dorning will also become the first woman to lead an AFL-CIO trade department. Dorning

has served as a member of the ALA-Allied Professional Association (ALA-APA) Salaries and Status of Library Workers committee and chair of the ALA-APA Unions subcommittee (Barrows, 2018).

Surrey Librarians vote to join CUPE.

SURREY, BC, Oct. 19, 2018 /CNW/ - Professional Librarians at Surrey Public Library have voted to become CUPE members in a Labour Board vote held on Wednesday. Issues important to professional librarians included organizational change that impacts services to the public and having a voice at work. "We warmly welcome professional librarians to our union, especially since October is National Library month" said Sub-local Chair, Denise Parks. "We look forward to representing them in the same robust, effective and innovative way we've represented all our members for the past 35 years." Canadian Union of Public Employees (CUPE, 2018d).

November 2018

Library Workers: Facts & Figures Fact Sheet 2018
An Overview of Library Professionals and Libraries
(Department of Professional Employees- AFL-CIO)

- In 2017, there were 194,000 librarians, 40,000 library technicians, and 96,000 library assistants employed. Generally, a "librarian" is a person who holds at least a master's degree in library science or meets state teaching license standards for being a school librarian. "Library technicians" assist librarians in the acquisition, preparation, and organization of materials "and assist users in locating the appropriate resources." "Library assistants" are similar to library technicians, but may have fewer responsibilities.
- From 2007 through 2017, cumulative employment among librarians, library technicians, and library assistants declined from

380,000 to 330,000.

- The mean annual earnings of librarians in 2017 were $60,760.
- The mean hourly wage of library technicians was $17.07 in 2017. (DPE-AFL-CIO, 2018. Para. 3)

Academic Librarians and Labor Unions: Attitudes and Experiences.

This research project investigates librarians' attitudes toward unions and collective bargaining through data collected from a nationwide survey of 359 academic librarians in the United States. We found that academic librarians have a generally positive view of unions and collective bargaining agreements, a notable result in a national political atmosphere that is demonstrably anti-union. Union membership is strongly bound to faculty status. Our research results imply that unionization and collective bargaining provide stronger job protections and higher wages than faculty status alone, and suggest that discussions of faculty status in academic libraries may not have provided the best possible way to enhance the status of our profession. (Mills & McCullough, 2018).

Victoria Library Workers reject employer concession demands, endorse strike action.

Canadian Union of Public Employees (CUPE) 410 members who work for the Greater Victoria Public Library voted more than 85 percent in favor of strike action during a balloted vote held Sunday. The vote comes on the heels of talks breaking off between the union and representatives of the Greater Victoria Public Library and Greater Victoria Labour Relations Association Saturday afternoon. "After bargaining collaboratively for more than a year to make significant progress on key issues, the employer presented workers with a list of concession demands," said Helen Hughes, CUPE 410 president. "The employer refuses to move on its concession demands and refuses to answer key questions about sweeping changes proposed to scheduling and use of auxiliary workers" (CUPE, 2018c).

Creston Valley library workers ratify new agreement.

CRESTON, BC, Nov. 29, 2018 /CNW/ - CUPE 4959 and the Creston Library Association have signed off on a new collective agreement that includes a range of provisions and expanded benefits that will have a positive impact on families in the Valley, the local said today. Canadian Union of Public Employees (CUPE, 2019b).

Smith, C. (2018b, November/December). Unions 101: What library unions do-and don't do-for workers. *American Libraries, 49*, 44–45.

"Special Report: Careers" AL editor, Carrie Smith introduces

unions in the library workplace, interviewing several librarians with varied perspectives on the services their unions provide.

Tulanian, D. (2018, November/December). Support for Janus. *American Libraries*, *49*, 6.

"From Our Readers" a letter to the editor voicing support for the Janus decision on the grounds that "unions should not be immune from the competition of the marketplace" and that agency fees violated freedom of speech rights.

December 2018

Toronto Library Workers begin public campaign to raise awareness about dangers of "Staffless Libraries."

The Toronto Public Library Workers Union (TPLWU) will begin conducting a public information picket to warn of the hazards of "staffless libraries," an experimental project now being launched by the Toronto Public Library (TPL) Board at two branches, Todmorden Room in the east end and Swansea Memorial in the west end. "There is no other city service that requires you to sign away all your rights to hold the City accountable for injury or similar claims," says Brendan Haley, President of the union, "even if the injury happened because of the library's negligence or failure to provide enough security. This is very disturbing and we will advise City Council to look closely at this attempt to deprive patrons of legal rights they would otherwise have." The initial union information picket was held Monday, December 3 at two locations: East York Community Centre and the S. Walter Stewart branch (Toronto Public Library Workers Union, 2018).

A Plan to WIN! UC-AFT Ramps up Bargaining Campaign

A Plan to Win: Strategic Campaign Workshops for Librarian Bargaining. UC-AFT is the union representing librarians (Unit 17) and non-Senate faculty (Unit 18) working throughout the UC system. Our members hold academic appointments as lecturers, program coordinators, supervisors of teacher education, and librarians. (University Council-AFT, 2018)

New agreement for Sechelt library workers makes important gains for precarious workers.

Workers for the Sechelt Public Library, represented by CUPE 391, are celebrating the recent ratification of their new collective agreement. After three days of collaborative negotiations, union and library representatives were able to reach a positive agreement that addresses key issues for precarious workers. "It was a productive round of negotiations, and we are thankful that the employer was receptive to improved conditions for casual workers," said Aliza Nevarie, CUPE 391 president. "The addition of sick leave for casual workers, a right that should be universal for all workers, will make a huge difference for our members and their families" (CUPE, 2018a).

Editor's Note: Union Library Workers blog, a project of the Progressive Librarians Guild, was established in 2002. Contributors over the years: Sarah Barriage, Vanesa E. Berasa, Braden Cannon, Craig Guild, Elaine Harger, Joanna Kerr, and Kathleen de la Peña McCook.

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